

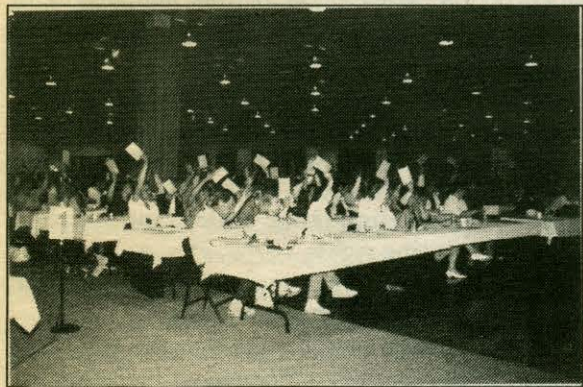
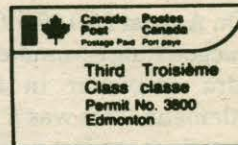
NEWS BULLETIN

VOLUME 16 NUMBER 2

UNITED NURSES OF ALBERTA

AUGUST 1992

9th Floor, Park Plaza
10611 - 98 Avenue
Edmonton, Alberta
T5K 2P7



EXERCISE YOUR RIGHT TO VOTE OCTOBER 1, 1992

Contact your Local Executive for the
time and location of your Local's vote.



Improved Job Security

AHA HOSPITALS' RATIFICATION VOTE OCTOBER 1, 1992

by Karen Craik,
Chairperson of the Hospitals Negotiating Committee

It's been a year now since the hospital locals submitted their proposals for negotiations. Official exchange of proposals with the Alberta Healthcare Association took place on December 13, 1991 and our last collective agreement expired March 31, 1992.

This round of negotiations was long and frustrating. Despite the number of monetary proposals submitted by members, job security was clearly the number one priority of the general membership. A large number of proposals were submitted to strengthen job security provisions and to try and achieve more permanent positions for our increasing casual workforce.

Throughout the negotiation process, the AHA refused to consider improvements to job security, refused to give us information relating to casual hours, and attempted to erode current provisions in the collective agreement. The AHA suggested concepts of a "generic" scheduling article and bargaining areas of Layoff and Recall, as well as hours of work negotiated at the local level. UNA knows that negotiating at a local level would weaken our bargaining position on a provincial level and could possibly lead to provisions and rights guaranteed at one local and not be provided at another. Our "collective" strength and rights would be lost.

Article 15, Layoff and Recall, took two months to settle with the wording remaining unchanged from our previous collective agreement. The Employer attempted to take away seniority rights which provide job security to members if the employer downsizes. It was only after several bargaining sessions and pressure from you, the general membership, that the AHA finally relented and agreed to our current provisions.

It was evident from the beginning that we would have a difficult time achieving any monetary improvements in the new collective agreement. The monetary gains achieved in the last round and the current economic climate made it difficult to obtain anything other than a slight increase in salaries.

Despite the fact that we were unable to achieve the same end salary rate as the University of Alberta agreement, we did manage to obtain a higher total salary increase for the two year agreement by having higher percentage increases earlier in 1992.

In the end, your bargaining committee did gain improved job security rights for our members as the "payoff" for a lower monetary package. Members will now have the right to move to a new site in the event of service relocation or have the option to receive Displacement rights under Article 15 and stay at their current site. This provision will become more important over the next two years as more regionalization in health care occurs. It is evident that we will have more and more multi-site Employers in the near future. Job security will become even more important!

Work will have to be done over the next two years, at all locals, to try and track casual hours in relation to permanent position eliminations. There appears to be an increasing trend to hire more casuals instead of posting permanent positions.

We have learned a lot through this round of bargaining and it gives us guidelines of what to achieve in the next round of bargaining. Members of UNA will have to be prepared to fight for monetary equality with U of A and be strong enough to maintain our JOB SECURITY! It is now more appropriate than ever to say, "NURSES' WORK IS NEVER DONE; THE FIGHT GOES ON FOR WHAT WAS WON!"

ANNUAL GENERAL MEETING

October 27, 28, and 29 at the Westin Hotel in Edmonton

- elections for President, Secretary-Treasurer, and District Representatives
- policy resolutions and constitutional amendments

ALL NOMINATION FORMS AND RESUMES ARE TO BE SUBMITTED TO
PROVINCIAL OFFICE BY SEPTEMBER 14.

ROYAL ALEXANDRA BARGAINING

by Trudy Richardson, Education Officer

On August 28, 1992, the provincial UNA hospital negotiating committee met with the Royal Alexandra employer in an attempt to reach a settlement. This was a very difficult meeting because since the last negotiating session, the merger between the Royal Alexandra Hospital and the Charles Camsell Hospital has been finalized. UNA has already signed a Memorandum of Settlement covering the nurses at the Camsell and this Memorandum is the subject of the October 1, 1992, ratification vote. The UNA provincial negotiating team cannot and will not sign any Memorandum with the Royal Alex employer which will provide fewer rights and benefits than the Charles Camsell agreement already gives nurses at that site. Nor does the Negotiating Committee think that nurses at the Royal Alex should get less than the UNA/AHA agreement provides. So the negotiating session was an attempt to secure from the RAH employer the same provisions as those in the UNA/AHA Memorandum.

The outstanding Articles on the bargaining table are:

Article 12.02 SENIORITY

The outstanding issue is whether or not seniority can be used for available shift schedules. Such a provision already exists in the provincial hospital Collective Agreement.

The employer is prepared to agree that when a vacancy occurs on a unit, the posting will go up and the current employees on that unit can apply for the available shift schedule. The most senior applicant would get the schedule.

The Union's position is that the most senior applicant gets the vacant line on the schedule and then her line becomes available and other employees can apply for her line which gets awarded on the basis of seniority, and the ensuing available lines become available until everyone who wants an available line gets it if they have the required seniority. It is actually done now in a very informal manner and little or no difficulty.

This is a no-cost item for the employer, but the RAH employer has frequently stated that they do not like bumping, and they see this as a form of bumping.

Article 15.03 LAYOFF AND RECALL

The dispute regarding this Article has to do with an employee's rights when her position is eliminated or when she is displaced. In the current RAH agreement, the employee has no choice on the shift pattern and must bump the least senior employee with the same hours of work and the same shift pattern. If there is no one on that unit with the

same shift pattern and the same hours of work, she cannot bump onto that unit.

The Union's proposal would have this employee free to choose the unit she wants to bump onto and the type of shift pattern she wishes. She would then name the least senior employee with the same hours of work and working that particular shift pattern of choice. This would open up alternatives to the bumping employee, but would still not give her the range of choices available to employees working under the provincial hospital Collective Agreement. UNA has taken this position in an attempt to reach a settlement and because it improves the current RAH provisions.

The employer is prepared to delete the current RAH wording "and shift patterns on that Unit." What that means is the bumping employee would get the line on the schedule of the least junior nurse with equivalent hours. UNA's position is that the bumping nurse should be able to choose the shift pattern and bump the employee with the least seniority working equivalent hours in that shift pattern.

Article 21 PREPAID HEALTH BENEFITS

The Union is demanding a dental plan equivalent to the AHA plan which allows nurses to go to a dentist of their choice. Currently the RAH nurses have to go to a dentist of the employer's choice.

The employer refuses to consider this demand and claims that the RAH members are getting a superior provision because their premiums are less.

RAH nurses want the right of choice.

ARTICLE 28 SHIFT DIFFERENTIAL AND WEEKEND PREMIUM

UNA wants provincial Collective Agreement provisions for shift differential premiums. At the moment RAH nurses working night shifts that end after 0700 hours do not get shift differential for time worked after 0700 hours. Day shifts that extend beyond 1500 hours get paid for all time worked after 1500 hours. UNA wants shift differential to be paid where the majority of shift work falls between 1500 and 0700 hours. The provincial Agreement provides for day shift workers who work regular hours in excess of one hour after 1500 hours, to be paid shift differential for all such time worked. And all overtime hours between 1500 hours and 0700 hours get paid shift differential.

The employer agrees that night shifts extending beyond 0700 hours should get shift differential for all hours worked. But this employer refuses to pay shift differential for day shifts that extend more than one hour beyond 1500 hours.

SALARIES APPENDIX

There is no agreement on salaries.

LETTER OF UNDERSTANDING re SERVICE RELOCATION

This is the major point of contention. This employer refuses to give the Union a Letter of Understanding similar or identical to the AHA/UNA Letter of Understanding on service relocation. Specifically this Letter refers to what happens to an employee whose job is transferred from one site to another. UNA has taken the position that site location is part of a position, and if the employer changes the site location he has in fact eliminated the job. In such a case, under the provincial hospital Collective Agreement, the employee is served with a position elimination notice, and she then has full bumping rights.

The Royal Alex employer has refused to agree to such a Letter.

Again the issue seems to be that the RAH employer dislikes bumping. They have, therefore, refused to sign a Letter of Understanding that would provide nurses whose jobs are being transferred to another site from having the same rights as other provincial nurses. A nurse whose job is being transferred to another site would have no bumping rights. The RAH is only prepared to offer such an employee the right to take an available vacancy at the old site if the employer deems she is qualified to do the work of the vacant position. If there is no vacancy, or if she is deemed to be unable, then the employer would post her job to see if anyone else wants the transferring job. If there was someone who the employer thinks could do the job being transferred, and if the employer deemed the original employee able to do the job of this person applying for her job, then she could stay at her old site. If none of this was possible, she would be forced to transfer. For one year, she would be eligible to take other vacancies at the old site if the employer agreed she could do the job.

This poses a very serious problem for UNA. We have already signed a Memorandum with the AHA which gives the nurses at the Charles Camsell Hospital full bumping rights in such circumstances. Now that the merger of the RAH and the Camsell is definite, the UNA Negotiating Committee cannot and will not sign any Memorandum of Settlement which in fact would take away rights from the Camsell nurses or would have the potential of taking away such rights. And it is the intent of UNA to secure for the RAH nurses the same rights as all other UNA nurses in the province.

After seven hours of bargaining it became obvious that the RAH employer was not prepared to meet the requirements of the UNA Negotiating Committee. Bargaining broke off.

Labour School A Hit

MEMBER RESPONSES

- Thank you for an interesting, informative and fun 2 days
- Excellent speakers.
- Very informative and enjoyable.
- We shouldn't wait ten years for another labour school.
- Lots of good speakers and input by the members—great!
- Finally I received an answer as to what is happening in health care.
- The positive "bringing together" of members and local was great . . . It has built us up to go on to fight the continuing battles.
- Very educational and lots of fun.
- Looking forward to the next Labour School.

UNA's first Labour School in ten years was a great success according to members attending the two-day school at Calgary's Mount Royal College. Participants listened to a variety of guest speakers who presented information ranging from a discussion on how to prevent the destruction of Canada's health care system to a spirited presentation on how to get beyond muddling through stress and conflict in the home and at work.



Health Unit Talks to Resume in October

Negotiations that broke off in May with the group of eight employers are now being rescheduled with dates being set in early October. In May the employers were not prepared to move off their final position. We are not convinced that the employers are going to deal with these negotiations much differently than when they walked away from the table.

Their first and only monetary proposal was for 3% in 1992 and 2% in 1993. They refused to consider an employer increase in the cost-sharing of benefits which is currently at 50/50. No seniority clause was agreed to, however we were successful in negotiating a definition of Length of Service, based on an employee's date of hire. There are no improvements in layoff or job security provisions. The committee of, at times, 15 Health Units representatives, was relentless in maintaining no provisions for Occupational Health and Safety, pensions or any consideration for wording for a Professional Responsibility Committee. PRC is something that hospital nurses have found to be invaluable and have had in their Collective Agreements for years. Further, it is blatant hypocrisy to deny health unit nurses Occupational Health and Safety provision in their Agreement.

Needless to say, this round of Negotiations continues to be most frustrating for health unit nurses throughout the province as well as your representatives on the Negotiating Committee.



by Murray Billett, LRO

Health unit representatives met during the Labour School to discuss the breakdown of their negotiations.

We find it rather ironic that the employers based their refusal of our proposals on cost considerations. It would be most interesting to know what the costs are for the employer's Negotiating Committee which is 5 times as large as UNA's.

The last position put forward by United Nurses of Alberta at the group of eight table was a 75% and 25% split for employee benefits, and 4% salary increase in 1992 and 4% in 1993. Negotiations are expected to commence in early October.

A tentative agreement has been reached at Chinook Health Unit, which reflects the monetary and non-monetary items that have been tentatively agreed to at the group of eight table. Dates for Alberta West Central (Edson Health Unit) have been set for early October. We anticipate that negotiations with this employer will proceed smoothly and that we should reach an agreement in a reasonably short period of time.

The Status of Midwifery in Alberta

by Sandra Botting

Sandra is the immediate Past President of the Alberta Association of Midwives. For the past eleven years, she has actively worked for midwifery legislation in Alberta. Sandra practiced as a midwife in Calgary for nearly fifteen years, assisting hundreds of women and families. Over a period of eighteen years, Sandra has been actively involved with other midwifery and childbirth associations internationally to improve the experience of birth for women.

After many years of investigation under the Health Disciplines Board, the report of the government-appointed Midwifery Services Review Committee has been welcomed by the Alberta Association of Midwives, the Alberta Midwifery Task Force, other consumer organizations and individuals, as a significant turning point for the status of midwifery in Alberta.

Following the final report and recommendations of the Health Disciplines Board Investigation of Midwifery in February 1991, the Midwifery Services Review Committee (MSRC), was established last September to further study midwifery issues and make recommendations to the Solicitor General on the:

- scope of practice and standards for midwives
- appropriate midwifery education (core competencies and curriculum)
- means of assessing qualifications and educational backgrounds of current Alberta midwives
- mechanisms and processes for encouraging collaboration between midwives and other health care providers
- institutional facilities and arrangements necessary to support midwifery practice in various settings.

The MSRC was very successful in bringing together all concerned stakeholders to define the profession of midwifery for Alberta. The recommendations clearly and accurately spell out the ingredients needed to establish the profession in the province. The Report, issued on April 6, outlines very clearly the scope of practice and standards for midwifery, and recommends that it be designated under the Health Disciplines Act. Midwives will practise as autonomous, primary caregivers during pregnancy, labour, childbirth and the postpartum period. They will provide continuity of care throughout the childbearing cycle and can practise in a variety of settings, thereby

allowing for public choice. Midwives need to be able to practise collaboratively with other health care providers in clinical settings, including making and accepting referrals, and participating in education, research and quality assurance programs. Midwives will focus on the care of women with uncomplicated pregnancies and for whom a normal childbirth is anticipated. The recommendations if implemented, will bring about a significant break-through in health care, in that midwives will achieve a status similar to that of physicians, with hospital admitting privileges, certain prescriptive and drug administration authority, and direct access to laboratory and screening procedures.

The release of the report and recommendations has raised concerns from some nurses, particularly as to the status of maternity nurses. There are general concerns about the impact on nursing and relationships between midwives and nurses.

While no one can accurately predict the outcome of implementing and establishing the profession of midwifery in the province, there are examples throughout the world that may give guidance and insight. Midwifery is perhaps the oldest profession in the world and is currently recognized in virtually every country. Midwives work closely with a variety of health care providers, including nurses, to provide comprehensive maternity care. The majority of countries have distinct midwifery regulatory boards, separate from nursing, even where nursing is a prerequisite to midwifery. Many countries have direct entry midwifery programs that compare favourably to nurse-midwifery programs. The current trend in the United Kingdom, New Zealand and the United States, due to shortages in nursing and maternity care, is in fact to develop and expand direct entry midwifery programs. It has been the experience in these jurisdictions, that there is a very high attrition rate of nurse-midwives from midwifery practice, that has created critical shortages in maternity care.

The recommendation that midwifery be designated under Health Disciplines recognizes that while nursing and midwifery practices overlap to some extent, the scope of practice is sufficiently distinct to require separate governance. The nursing profession, being much larger, would obviously overshadow a midwifery regulatory body within nursing. Another issue is that requiring nursing as a prerequisite to entry into midwifery

would be more costly, and would be unfairly restrictive to the many non-nurse midwives with credentials from other jurisdictions. In November 1991, Ontario implemented midwifery legislation and will be establishing a baccalaureate degree program. The MSRC has recommended that, to be eligible for registration in Alberta, midwives should have successfully completed a baccalaureate program in midwifery that provides the knowledge and skills identified in the "components of midwifery practice" set out in the MSRC Report, or should have the equivalent combination of education and experience as determined by the regulatory body established to govern midwifery.

The MSRC recommended that any current Alberta midwife who has received formal education in midwifery, or has extensive experience as a midwife could undergo an initial assessment to determine if they meet the standards required for registration as a midwife, or if they could qualify for an upgrading program. This recommendation is reasonably inclusive and allows for the diverse backgrounds of midwives in the province, while assuring a professional standard. A suitable midwifery program will need to be defined and established to prepare midwives in Alberta. The midwifery regulatory body would likely assess programs in existence in the province that could be commonly shared with nurses and other health care students to economise and allow for movement from one profession to another. Suitable challenge mechanisms will need to be in place for nurses and other professionals to give credit for previous experience and education, thereby giving advanced standing to individuals entering a midwifery program.

Some nurses seem to be concerned that once midwives become legally recognized to practice, their positions and jobs may be threatened. While things will change and there will eventually be some shifts in authority, it will take considerable time before midwives will even be capable of handling ten percent of the births in Alberta. We would need thousands of midwives to increase the percent of births by midwives, to a majority. Because midwives focus on normal pregnancy and birth, doctors and maternal/neonatal nurses will still be needed to provide care for the majority of women who do not have midwifery care, or who encounter difficulties in their pregnancy and childbearing.

Continued on page 12

1992 UNA ANNUAL GENERAL MEETING

The 1993 UNA Annual General Meeting will be held on October 27, 28, 29 at the Westin Hotel in Edmonton.

■ Delegate Guidelines ■

All voting delegates should be aware of the Delegate Guidelines adopted at the August 1992, Executive Board Meeting.

The delegate meetings of UNA are "business" meetings and it is vital that each member give direction to the Executive Board in regards to the business at hand. Each day of the meeting is a "full" day of business with established start and finish times. Should an emergency arise requiring your absence from the meeting, please check with the Credentials Chairperson.

Each Delegate should be aware of the following:

1. That each Delegate bring their **current** UNA membership card.
2. That each Delegate be aware of whether they are fully or partially funded and which Local they are representing.
3. Each Delegate should be fully aware of the contents of the package and the proposals enclosed.

4. Each Delegate who makes a motion must be prepared to have all motions, amendments to motions and substitute motions written out clearly, if possible, prior to moving the motion.

ABSENCES FROM MEETINGS

- a. A provincially-funded member shall not be able to claim for full salary replacement if she arrives late or leaves a meeting before the scheduled adjournment time or the end of the meeting whichever is earlier. The reduction shall be based on the UNA hourly rate unless such absence is approved by the Chairperson.
- b. A provincially-funded member who has taken an LOA and is unable to attend a meeting by reason of illness or disability or essential health appointment that cannot be rescheduled, and is unable to obtain reimbursement from her Employer, shall be reimbursed as if she had been in attendance at the meeting. Letter

indicating reason for absence must be submitted to the President.

For further information, please contact your Local President.

In addition to the above guidelines for delegates, UNA also wishes to remind the delegates to the UNA Annual General Meeting that many constitutional amendments and policy resolutions have been submitted to the UNA Provincial Office, and these proposals will come before the delegates to the Annual Meeting. Your Local Executive have the complete package of these constitutional amendments and policy resolutions. The following are the highlights.

■ Proposed Constitutional Amendments Highlights ■

The following are only the highlights, and your Local Executive have copies of all proposed Constitutional amendments.

1. **District Boundaries** — the recommendation going to the AGM is that no change in UNA District boundaries be made.
2. **Executive Board Elections** — a recommendation will be made that the number of District Reps be based on one District Rep for the first 1,000 duespayers or part thereof, and an additional District Rep for every additional 1,350 duespayers or part thereof. The current Constitution gives an additional District Rep for each additional 1,000 duespayers or part thereof.

A further recommendation will be put forward that deals with a District Rep whose term is not up for re-election and who runs for an Executive Officer position.

A proposal has been submitted that stipulates that

members of the UNA Executive Board cannot, at the same time, hold the position of a Local President.

3. **Employer Mergers** — a recommendation will go forward as to how UNA will continue to deal with Locals whose employers have merged. The recommendation includes the fact that if the Locals become one certified Local, UNA will issue a new Charter, and the predecessor Locals will survive as units and will be treated as separate Locals for internal UNA purposes. UNA will take the position that where one certified Local exists, one Collective Agreement will apply and one merged seniority list will apply.
4. **Annual General Meeting** — a recommendation will be made that the UNA Annual General Meeting take place in either April, May or June of each year instead of September, October or November. Accompanying this recommendation are proposals to adjust the terms of office of Executive Board members which will have to be made

to fit the Annual Meeting dates if the delegates decide to support the proposal to change from Fall to Spring.

5. **Voting Delegates** — a proposal will come forward that the number of Local delegates to UNA Annual or Special Meetings be determined on the basis of one voting delegate per 75 members or part thereof, instead of the current 50 members or part thereof.
6. **Union Dues** — a proposal to change the dues structure will come forward. The change will be from the current minimum of \$10 per month, to a minimum of \$7.50 per bi-weekly period, or \$16.25 per month.
7. **Emergency Fund** — a number of constitutional proposals have been submitted to reduce the percentage of monthly dues put into the Emergency Fund. The amount supported by the Legislative Committee is %5 from the current %12.

■ Proposed Policy Resolution Highlights ■

The following are only the highlights, and your Local Executive have copies of all proposed policy resolutions.

1. **Local Executive Funding** — a number of proposals for increases to Local Executive funding to large Locals will be put forward.
2. **Local Rebates** — a number of proposals will be put forward which recommend increased rebates to the Locals.

3. **Accommodations Funding** — a policy proposal will be presented that says that only members residing outside the host city will be eligible for provincially-funded accommodations costs for UNA meetings. For host-city Locals not eligible for provincially-funded accommodation costs, UNA will pay for one provincially-funded room for each host-city Local's use. And in addition, this

proposal would restrict delegates or participants in UNA meetings/workshops to stay in accommodations arranged by UNA if they wish to have provincially-funded accommodation costs.

4. **UNA Budgets** — a proposal will be presented that directs the UNA Secretary-Treasurer and the UNA Finance Committee to submit a two-year budget to the 1993 Annual General Meeting.

— ATTENTION — UNA WORKSHOPS ON OCTOBER 26, 1992

The following workshops are being offered:

1. Grievance - Convention Centre - 30 participants maximum
2. P.R.C. - Convention Centre - 30 participants maximum
3. Occupational Health & Safety - Convention Centre - 30 participants maximum
4. Local Admin./Ward Rep - Convention Centre - 30 participants maximum
5. Computers - UNA Provincial Office - 10 participants maximum

Locations:

Edmonton Convention Centre
9797 Jasper Avenue
Edmonton, Alberta
Phone: (403) 421-9797

UNA Provincial Office
9th Floor, Park Plaza
10611 - 98 Avenue
Edmonton, Alberta
Phone: (403) 425-1025



Registration will begin on September 8, 1992 and go to October 9, 1992. Please send all applications to UNA Provincial Office. All workshops are from 9:00 a.m. - 5:00 p.m. Registration begins at 8:00 a.m. October 26, 1992.

NOTE: There will be **no provincial funding** allotted for any of the above workshops. That includes all travel, meal and accommodation expenses. Participants must be locally funded.

PRESIDENT'S MESSAGE



Heather Smith
UNA President

Courtesy of
Lucien Royer

PENSIONS - Local Authorities Pension Plan and Public Service Pension Plan.

One year ago the Provincial Government proposed sweeping reforms to our pension plans. Some proposals we liked, while strongly opposing others. The bottom line is that the workers under the Local Authorities Pension Plan and the Public Service Pension Plan do not intend to fund the "fat cat" pensions provided by other plans. Now a delicately choreographed set of negotiations is underway between individual Pension Boards and the provincial government to separate the plans from government dominance and interference. The latest meetings seem to indicate that the government has no intention of relinquishing the control they have, and that their lacklustre and incompetent handling of pension plans will continue.

UNA has also been part of a Union coalition which developed a response/fightback to the regressive actions taken by the Conservative government. Petitions, letters and rallies formed part of the fightback. We will continue our struggle for the right to administer our own pension plans in a fair and equitable manner.

PROVINCIAL NURSING ACTION PLAN (PNAP)

UNA has been a member of the Steering Committee since the inception of PNAP in December of 1989. The Executive Officers, three Executive Board members and three UNA members-at-large have worked on various subcommittees. UNA representatives have reflected the policies of UNA and the needs of the UNA membership throughout the three-year process.

Each of the three PNAP working committees (Education, Worklife and Personnel Planning) has produced an interim report. UNA is currently critiquing these reports to make recommendations to PNAP as to what should appear in the final document of recommendations. Challenges to "Entry to Practice 2000" have arisen. The Alberta Association of Registered Nurses is surprised by a lack of consensus on this issue. I am greatly concerned by the absence of direction from the Department of Health in the area of personnel numbers and staff mix ratios. It is all but impossible to anticipate education needs or direct budget allocations in the absence of standards and guidelines.

It is our hope that the final PNAP Report will accurately reflect the needs of nurses across the province, in all settings, to deliver quality care well into the next century. As we look at the interim reports, it is appropriate to analyze activities to date and determine if continued participation serves the interests of the UNA membership.

REGIONALIZATION OF HEALTH CARE

While we have been in the midst of contract negotiations, the entire province has been broadsided by the government's decision to fast-track regionalization. Speculation, fear and uncertainty abound. The intentional disregard for Union participation is unconscionable. I do not believe there has ever been an equivalent assault on health care.

I believe a crisis is being created to justify an agenda for privatization, reduced services and ultimately a two-tier health system. Workers have subsidized health care for decades. Now health care is being stripped to allow the provincial government to subsidize such ventures as "Novatel".

As I said at a rally in July, there are twenty-five million people who should be concerned by federal and provincial decisions which impact on health care. The finest system in the world is being dismantled before our eyes. UNA will not stand by and watch our health care services, our jobs and our way of life fall prey to the free trade plan to "americanize" the continent. In the months ahead the whole issue of regionalization and the immediate effects on UNA members and on UNA as a union will be carefully researched and action plans developed. We need to know from all of you what is happening in your communities and your worksites.

Over the course of the last year we have struggled with a very difficult by-product of regionalization, that of expanding employers.

The expansion of employer sites has raised very difficult questions. Should Locals merge? Is seniority affected? Is job security threatened? Employer expansion is not simply a case of a hospital building a new nursing home. Now major metropolitan hospitals are swallowing other major hospitals. In 1991 UNA entered bargaining with contract proposals in anticipation of this sort of employer expansion. At the 1992 Annual General Meeting, we will again consider what policies and direction serve the interests of the members.

HOSPITAL RATIFICATION VOTE

The ratification vote for all hospitals covered by the UNA/AHA Memorandum of Settlement will be held on October 1, 1992. This Newsbulletin includes a summary of all changes. Please remember to vote on October 1, 1992.

ANNUAL GENERAL MEETING

The 1992 Annual General Meeting is fast upon us. The three days will be filled with many serious items of business, and I encourage all of the voting delegates to read carefully the documents that are being sent out in advance. Individual members have the opportunity to provide direction to Local delegates at Local meetings which precede the Annual General Meeting. The UNA Executive Board has had to make some difficult decisions in order to balance the 1992 budget and in order to present a proposed balanced 1993 budget to the Annual General Meeting.

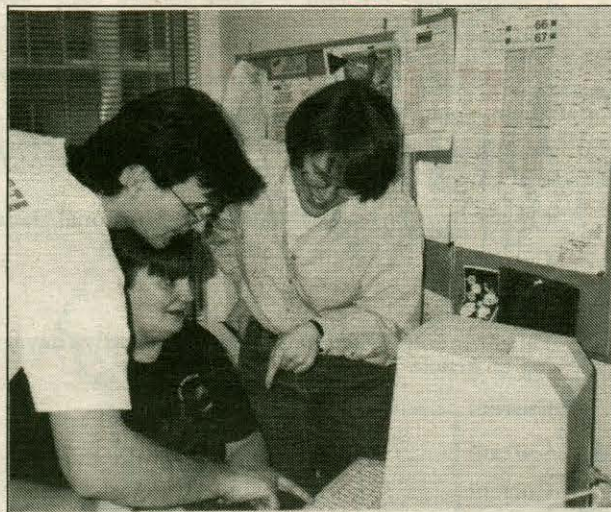
For just a few days, we will stop and take an introspective look at United Nurses of Alberta. The unspoken question is, how can United Nurses of Alberta meet the needs of individual members, and at the same time fight the bigger battles that surround us on all sides? Our rights in our Collective Agreements, our pensions, the structure of our health care system and the future of our jobs—all of these will demand our collective efforts if we are to preserve and advance the quality of our lives.

UNA Enters The Age of Technology!

United Nurses of Alberta has entered the age of technology with all of the commitment and enthusiasm for which UNA has always been known. The delegates at the 1991 Annual Meeting were asked to endorse a monumental new concept which would ensure that UNA's communications systems were the best that they could possibly be, especially during negotiations. The plan would also provide Local Executive members with a powerful tool to assist them in the day-to-day administration of their locals.

What we call Phase I of this computerization project, has in essence been completed. Phase I is the automation of both the Southern Alberta Regional Office (in Calgary) and the Provincial Office (in Edmonton), and the introduction to the network of the first of the 'remote' users—the Executive Board members. Members of both the Executive Board and staff have received the basic software instruction which they must have in order to meet their assigned position responsibilities. The education element shall be an ongoing process.

The first of the locals to join in on the network received their initial education and equipment in May of 1992.



The 16 locals with over 200 duespayers have now received computers and basic education. Of these 16, 6 are in Edmonton, 6 in Calgary, and 1 each in Medicine Hat, Grande Prairie, Lethbridge & Red Deer.

UNA members demonstrate
their newfound computer skills.

Left to right:
Keith Malkin, Terry Robertson,
Judy Zachariason

Member Response

"I think this computer is wonderful and am really excited with what it will be able to do for our Local"

— Pippa Kirk, President, Local #129

"How do I love the computer - let me count the ways. It is the reason I get up in the morning; it makes my job easier, and it's FUN! It makes the Local documents appear professional. Thank you UNA for making me COMPUTER LITERATE."

— Corinne Hingston, President, Local #115

UNA Negotiations '92

Memorandum of Agreement

The following list contains the major changes to the UNA/AHA Collective Agreement.

Members of Locals 1 (Calgary General), 2 (Red Deer Regional), 32 (Glenrose), 79 (Edmonton General), 115 (Foothills), 121 (Calgary District Hospital Group), 150 (St. Michael's - Edmonton), and 183 (Alberta Hospital Edmonton) should contact their ward rep or Local Executive for details of articles containing their local conditions.

Article	UNA/AHA
1. Term of Collective Agreement	Two-year contract with salaries retroactive to April 1, 1992
2. Definitions	Correct references for Graduate Psychiatric Nurse and Registered Psychiatric Nurse
3. Recognition	Current
4. Management Rights	Current
5. Dues, Deductions and Union Business	The Employer must advise the Local President of the dates, times and places of orientations for new employees. The Employer must also inform the Local President of any changes to the above.
6. No Discrimination	Current
7. Hours of Work	Current wording but restructured
8. Overtime	Current
9. On-call Duty	Where possible, an employee not scheduled to work on a Saturday, Sunday or Named Holiday shall not be assigned on-call duty for that day or the previous evening.
10. Transportation	Current
11. Probationary Period	Current
12. Seniority	UNA will receive a copy of the seniority list whenever employees are notified of layoffs or position eliminations. (See Letter of Understanding—List of Casual Employees.) In addition to the current bargaining unit-wide seniority list, the employer will provide UNA with a seniority list for each ward or unit.
13. Evaluations	An Employee can request a copy of all or any documents in her personnel file. The Employer may charge a <i>reasonable</i> fee to cover the cost of copying.
14. Promotions, Transfers and Vacancies	Clarification that a regular employee in a temporary position maintains her status as a regular employee. Clarification that a casual employee in a temporary position maintains her position as a casual employee at the completion of her temporary position. A regular or casual employee in a temporary position can apply for vacancies during the term of the temporary position under the following conditions: (i) the employee can apply for any permanent position (ii) the employee can apply for any temporary position if the temporary position commences after the term for which she was hired.
15. Layoff and Recall	Clarification that the operation of Article 15 does not violate the scheduling provisions of Article 37. (See Letter of Understanding — Service Relocation.)
16. Temporary Assignment Pay	Current
16.1 Ambulance Duty	Current
17. Vacations with Pay	The Employer must indicate approval and post the vacation schedule by April 30th. The employee now has the right to utilize vacation in the same year it is earned.
18. Named Holidays	Unless the employee requests otherwise, one of the four actual Named Holidays off shall be either Christmas or New Year's Day.
19. Sick Leave	Current
20. Worker's Compensation	Current
21. Prepaid Health Benefits	Current
22. Leaves of Absence	Education leave increased to 20 months (from 18 months). (See Letter of Understanding—Maternity Leave.
23. Discipline, Dismissal and Resignation	The employer can only suspend a nurse where there is just cause to do so.
24. No Strike or Lockout	Current
25. Salaries	Current with elimination of interim wording applying to 1990-92 contract.
26. Educational Allowance	Rates remain at current levels. Employees who have active registration in the RPNAA and are eligible for active registration in the AARN will receive 35¢/hour.
27. Recognition of Previous Experience	Current wording with deletion of transitional clause applicable only to 1990-92 contract.
28. Shift Differential and Weekend Premium	Current
29. Pension Plan	Current
30. Part-time, Temporary and Casual Employees	Part-time employees guaranteed consecutive days of rest. Some restructuring consistent with restructuring of Article 7.
31. Copies of Collective Agreement	Current
32. Grievance Procedure	Current
33. Arbitration	Current
34. Occupational Health & Safety	Current (See Letter of Understanding—Harassment Policy.)
35. In-Service programs	Current
36. Professional Responsibility	Current
37. Extended Workday	Introduction of 10-hour shifts (with accompanying scheduling provisions.)
38. Uniforms	Current
39. Job Description	Current
40. Committee Participation	Current

UNA Negotiations '92

SALARIES APPENDIX

	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year
Registered Nurse								
Registered Psychiatric Nurse								
Current	18.53	19.14	19.69	20.27	20.86	21.44	22.06	22.73
April 1, 1992 (3%)	19.09	19.71	20.28	20.88	21.49	22.08	22.72	23.41
February 1, 1993 (1.5%)	19.38	20.01	20.58	21.19	21.81	22.41	23.06	23.76
Certified Graduate Nurse								
Graduate Psychiatric Nurse								
Current	17.11	17.51	17.87	18.14	18.36	18.50	18.80	19.37
April 1, 1992 (3%)	17.62	18.04	18.41	18.68	18.91	19.06	19.36	19.95
February 1, 1993 (1.5%)	17.88	18.31	18.69	18.96	19.19	19.35	19.65	20.25
Assistant Head Nurse								
Current	19.14	19.79	20.45	21.10	21.77	22.40	23.11	23.80
April 1, 1992 (3%)	19.71	20.38	21.06	21.73	22.42	23.07	23.80	24.51
February 1, 1993 (1.5%)	20.01	20.69	21.38	22.06	22.76	23.42	24.16	24.88
Head Nurse and Instructor								
Current	20.21	20.94	21.65	22.40	23.14	23.88	24.70	25.44
April 1, 1992 (3%)	20.82	21.57	22.30	23.07	23.83	24.60	25.44	26.20
February 1, 1993 (1.5%)	21.13	21.89	22.63	23.42	24.19	24.97	25.82	26.59
Undergraduate Nurse								
Current	14.38							
April 1, 1992 (3%)	14.81							
February 1, 1993 (1.5%)	15.03							



Hospital Negotiating Committee '92 (Front row L to R: Heather Smith, David Harrigan, Karen Craik. Back row L to R: Marilyn Coady, Carmelita Soliman, Darlene Wallace, Diane Poynter)

LETTERS OF UNDERSTANDING

Ward/Unit

Renewed with changes to deadline dates.

Maternity Leave

WHEREAS it is the sincere belief and position of the United Nurses of Alberta that a Collective Agreement reached between the parties which does not provide for Employees to accrue vacation and time towards increments for the portion of maternity leave during which the Employee has a valid health-related reason for being absent from work and who is also in receipt of benefits from a UIC SUB Plan is contrary to the Individual Rights Protection Act, and

WHEREAS it is the sincere belief and position of the United Nurses of Alberta that a UIC SUB Plan is contrary to the Individual Rights Protection Act in so far as it requires an Employee to utilize her UIC benefits pre-delivery, and

WHEREAS it is the sincere belief and position of the Alberta Healthcare Association that a Collective Agreement reached between the parties which does not provide for Employees to accrue vacation and time towards increments for the portion of maternity leave during which the Employee has a valid health-related reason for being absent from work and who is also in receipt of benefits from a UIC SUB Plan is not contrary to the Individual Rights Protection Act, and

WHEREAS it is the sincere belief and position of the Alberta Healthcare Association that a UIC SUB Plan is not contrary to the Individual Rights Protection Act in so far as it requires an Employee to utilize her UIC benefits pre-delivery, and

WHEREAS the United Nurses of Alberta will pursue its options regarding these questions pursuant to the Individual Rights Protection Act, and

WHEREAS both the United Nurses of Alberta and the Alberta Healthcare Association are desirous of concluding a Collective Agreement prior to the conclusion of such undertaking, the parties hereby agree as follows:

1. On a without prejudice and interim basis, until at least the finalization of the proceedings referred to in #2 below, and contrary to the application of Article 22.08, the Employer will agree to accrue vacation and time towards accrual of a next increment (if applicable) for an Employee, for the portion of maternity leave during which such Employee has a valid health-related reason for being absent from work and who is also in receipt of benefits from a UIC SUB Plan as if such Employee was absent due to illness, and

2. The United Nurses of Alberta will pursue its options regarding these questions pursuant to the Individual Rights Protection Act no later than one (1) month following the date of ratification of the Collective Agreement between the parties, with any member Employer signatory to a Collective Agreement containing this Letter of Understanding.

Harassment Policy

The parties to this Collective Agreement recognize the value of maintaining a workplace free of harassment. Therefore, the parties agree that the Employer shall, within three (3) months of the date of exchange of notice of ratification between the Alberta Healthcare Association and the Union, provide the Union with a draft copy of an Employer policy relating to harassment in the workplace. The Union, and other representatives of employee organizations, shall be invited to assist in the formulation of this policy. Representatives of the Union shall, within one (1) month of receipt of this draft policy meet with representatives of the Employer, and other employee organizations, to discuss this draft policy. The Employer, the Union, and the other employee organizations shall attempt to reach consensus regarding the content of this policy. Failing consensus, the Employer shall prepare the required policy. Within five (5) months of the date of exchange of notice of ratification of this Collective Agreement, the Employer shall have approved the final copy of a policy relating to harassment in the workplace and shall distribute this policy throughout the facility and forward a copy of the policy to the Union.

List of Casual Employees

Within thirty (30) calendar days of date of ratification of this Collective Agreement, the Employer shall provide to the Union, a listing of casual employees by name. This Letter of Understanding shall become null and void at the time such list has been provided to the Union.

Service Relocation

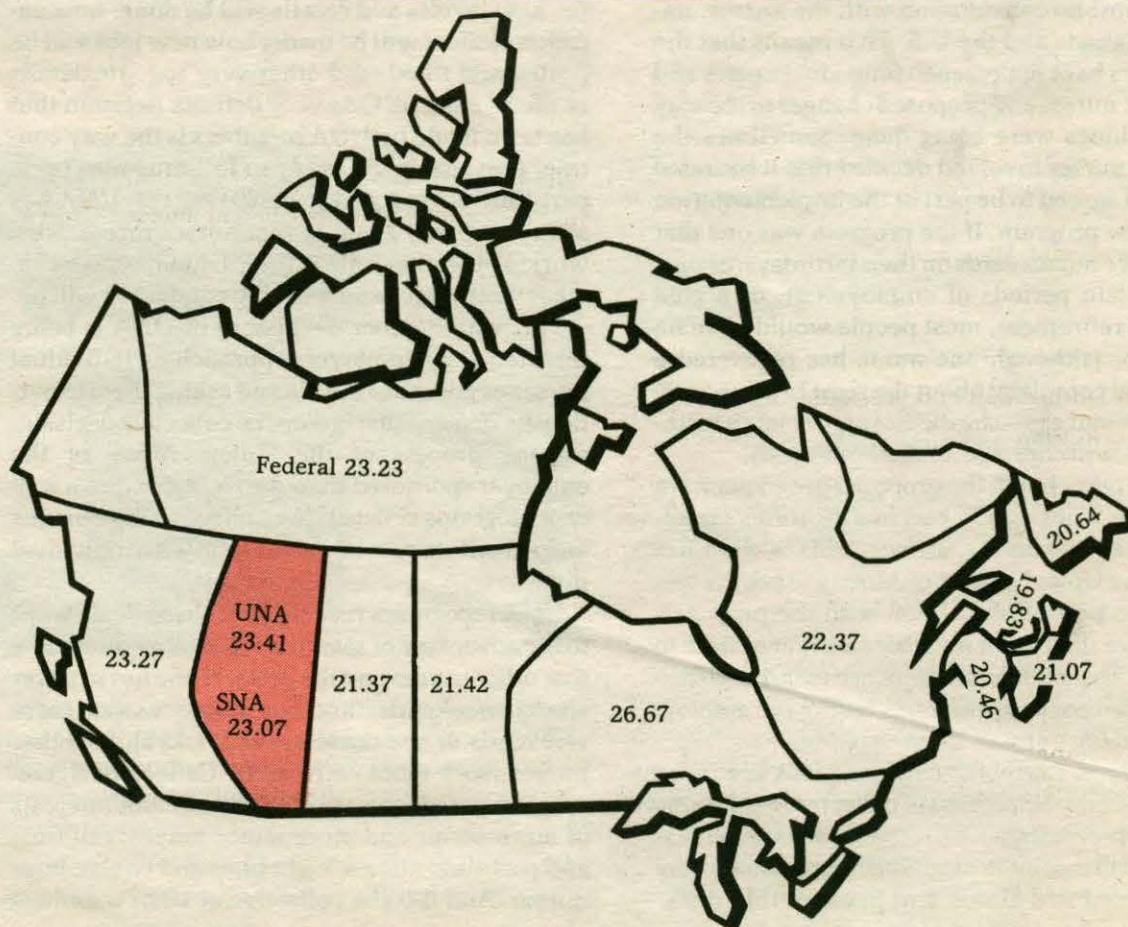
When an Employer delivers services from more than one site, and the Employer decides to relocate a service to another site or sites, the Employer shall consult with the Union and the affected Employee(s) to determine the willingness of such Employee(s) to be relocated.

When an Employee does not wish to be relocated, the Employee shall have the right to request that she be issued notice pursuant to the provisions of Article 15 of the Collective Agreement. Such request shall not be unreasonably denied.

In the event of a denial of such request, the Employee(s) shall have the right to submit a grievance at Step 4 of the grievance procedure within 5 calendar days of the date she was advised of such decision. The arbitrator or Arbitration Board shall meet within fourteen (14) calendar days of the filing of such grievance, and shall render the decision, in writing, to the parties, within fourteen (14) calendar days after the completion of the hearing.

Unless the Employer has no other viable option, or unless mutually agreed by the Union and the Employer the Employee shall not be required to undergo such relocation until and unless the arbitrator or Arbitration Board denies the grievance.

Top Hourly Rates (April 1, 1992)



Employers' Shared Governance Programs

SHARED GOVERNANCE/TEAM CONCEPT

Background

In 1977, 1980, 1982, and 1988 UNA hospital nurses went on strike in order to achieve decent Collective Agreements. The first three strikes were "catch up" strikes. Nurses had historically been paid such terrible wages, and had worked under very unfavourable working conditions, and UNA members wanted to catch up to the wages and working conditions of workers doing comparable jobs.

In 1985 UNA health unit nurses went on a 10-month strike to achieve parity with hospital nurses.

The illegal hospital strike in 1988 was a "status quo" or "treading water" strike in that UNA hospital nurses were faced with massive rollbacks to their Collective Agreements and had to take illegal strike action in order to stand still. In the face of huge fines, criminal charges, civil charges, threatened seizure of Union assets and funds, terminations, and discipline, UNA hospital nurses walked the picket lines for 19 days in order to maintain all of the rights they had previously won.

In 1989 the employers began introducing what has been called **shared governance or team concept** plans. These plans included a number of initiatives which the employers said were geared to making nurses were part of the governing decisions in the design and delivery of health care in North America. The employers had heard nurses tell them that there was a shortage of nurses; that nurses were unhappy in their jobs; and that nursing had to be made more attractive to young people choosing careers. And so they introduced shared governance plans.

These plans include a whole variety of initiatives:

- self-scheduling
- self-evaluations and peer review
- joint disciplinary committees
- joint unit-planning committees
- staff lotteries
- staff recognition events and activities
- rewards for non-use of sick time
- advisory councils and committees
- decentralization

UNA Position

UNA supports the stated intent of many of the shared governance/team concept plans i.e. to make nursing a more satisfying and self-directed profession. The problem comes about with the implementation of many, if not all, of these programs.

Specifically, the plans have been implemented with almost no consultation with the nurses' unions in Canada and the U.S. That means that the employers have approached individual nurses and groups of nurses and proposed changes to the way certain things were being done. Sometimes the nurse or nurses involved decided that it sounded good and agreed to be part of the implementation of the new program. If the program was one that would give nurses cards on their birthdays, or pins after certain periods of employment, or a gold watch at retirement, most people would have no objection, (although one nurse has registered a very vocal complaint about the right to privacy re: birthdays and age—she did not appreciate a birthday cake with her age spelled out on it).

On the other hand, the proposed programs were most often ones which had ramifications far beyond what was on the surface. This is what has caused the United Nurses of Alberta to ask the employers to present the Union with the proposals and to give the Union members sufficient time to consider the effects of proposed shared governance/team concept programs before the employer implements any of these programs.

The effects that most concern UNA are those that impact on the process of collective bargaining and on the resultant Collective Agreements. It is helpful at this point to remind UNA members why they formed this Union and pay monthly dues.

First of all, prior to having collective bargaining rights, Alberta nurses had to make separate contracts of employment with the employers. What you were paid, what shifts you had to work, how many weekends you had off, whether or not you worked statutory holidays—all these important aspects of work were governed by a private deal between an individual nurse and the employer.

Once nurses had the right to bargain as a group with the employer, the nurses gained incredible power. No longer was it one nurse at a table with the boss—now it was 14,000 UNA nurses facing their employers. And with the right to strike—to withdraw their labour—Alberta nurses found a way to pressure the employers to sign Collective Agreements which gave substantial wage increases, improved benefits, superior schedules, and premiums for overtime, shift differential, weekend work, charge duties, and education. This reality is reflected in a UNA button that reads: **United we Bargain; Divided we Beg.**

The 1985 UNA health unit strike and the 1988 UNA hospital nurses' strike once again put the employers of Alberta on notice that nurses are a powerful force to contend with, and that nothing short of decent Collective Agreements will satisfy Alberta nurses.

UNA opposes shared governance/team concept plans that undermine the provisions of UNA Collective Agreements. UNA members will not sign or ratify contracts that contain rollbacks. And UNA will not condone or support any shared governance/team concept plans that diminish or extinguish rights contained in the Collective Agreements.

Collective Agreement Erosion

In order to illustrate how UNA Collective Agreements are being threatened by shared governance/team concept plans, it is necessary to explain how UNA members decide on what will be in their contracts.

Long before UNA negotiating committees come to the bargaining table to meet with the employers, the nurses covered by that particular contract spend months putting together proposals for the new contract. At the Local level, and then at the Provincial level, nurses debate these proposals and finally vote on what will constitute UNA's in-going proposals. Over the years at all of these meetings, UNA members have decided amongst themselves how they will share the difficult realities of shift work, weekend work, and statutory holiday work. They have also chosen ways in which seniority will be accumulated and used; how job evaluations will be done; what the process of discipline will be; how layoffs and recalls will be done; how vacation choices will be made; how new jobs will be posted and filled; and other very specific details of life as a nurse. One very definite decision that has been made by UNA members is the way contract provisions will apply to full-time nurses, to part-time nurses, and to casual nurses. UNA has always proudly ensured that nurses themselves, working together within their Union, will decide what their wages and working conditions will be.

This very democratic history of UNA is being threatened by employers approaching individual nurses or groups of nurses and asking them to participate in plans that ignore the collective decision-making process of the Union. Many of the employer-sponsored shared governance/team concept programs violate UNA Collective Agreements and substitute special deals made with individual nurses.

UNA recognizes that some of these deals work to the advantage of *some* nurses. But we also know that other nurses pay the price. If one nurse never works weekends, another nurse works more weekends. If one nurse never works shifts, other nurses work more shift. UNA Collective Agreements have always tried to balance the interests of more senior and more junior nurses; full-time and part-time nurses; eight hour and twelve hour nurses. And it is the collective of UNA members

that has made these balancing arrangements in the interests of all 14,000 UNA members.

UNA opposes any shared governance/team concept plans that undermine the rights contained in UNA Collective Agreements. And UNA opposes any employer-initiated plan that shifts the balance of interests such that one UNA member receives superior benefits at the cost of another UNA member receiving fewer rights.

UNA RINGS

Al-Brite Manufacturing Jewellers Ltd. have made available UNA rings with the UNA logo.

NOTE: Each individual members is responsible to order her own ring. Provincial Office has absorbed the cost of the original casting mold.

SIZE: Please contact your Local Jewellers to get your ring size. They recommend not to use the ring size strip in the local catalogues because of inaccuracy. Currently, the gram size of the ring is restricted to 5 grams and we have not authorized the jeweller to do a larger cast.

COST: The cost of the ring depends on the current price of sterling silver and gold at the time of purchase.

Sterling Silver Ring: \$42.00 - \$50.00 (Includes GST)

10 Karat Gold Ring: \$105.00 - \$110.00 (Includes GST)

HOW TO ORDER

Al-Brite Manufacturing Jewellers Ltd.
Royal LePage Building - Mezzanine
#203, 10130 - 103 Street
Edmonton, Alberta
T5J 0M8

Phone: 424-4502 or 424-8568
Fax: 425-6474

Payment may be made by VISA, MASTER-CARD, CHEQUE and of course CASH.



Back on Board

by Janet Hudson, North District Representative

In 1978, I moved to the province of Alberta because there was a shortage of jobs for nurses in Ontario. Since 1978, my nursing experience has been in the far North, with moves from Spirit River to Grande Prairie to Grimshaw and now High Level. From the start of my nursing career, I realized that the collective agreement was of value, not just for myself, but for patient care concerns. I remember the Ontario nursing union leaders teaching us, as nursing students, that our contract was there to protect us. The speaker who addressed our class stated, "Carry your contract with you at all times." So, I carried the contract with me at all times. But the real spark of unionism was ignited when I had to file my own personal grievance. When I won my employer told me over the course of the next six (6) months that my priority was unionism and questioned me on my professional values. This pushed me to more involvement at the Local and District level.

Since 1978, I have assisted and sat on P.R.C., Safety, Grievance and Labour Management Committees. I have been president at several northern locals. In May, 1992 I was elected to complete the term of Shelley Moug, North District Rep., who had moved to Calgary. Members of North District thank Shelley for her commitment and wish her well in future endeavours.

Now, comes the time in this letter to tell all members of UNA that they can be proud of the work

which is done on their behalf by the Executive Officers and Board Members, L.R. Officers and Office Staff. When I sat on the Board in 1979 and 1980, there were thirteen Board Members representing a membership of approximately 6,000 members. We set goals, debated policies, reviewed the Constitution and worked hard to reach the mandate of our membership. 'Reality Shock' hit me on the morning of May 26th, the first day of the May Board Meeting, when I walked into the large Board Room at the new Edmonton Office. I came with my briefcase 3/4 empty and by the end of the first day, it was filled to capacity with information to assist me with the work over the next four days. The one page agenda that I was used to from twelve years ago, was three pages long and additions were added each day. I even received a map of the office, which I greatly appreciated, to direct me to where I was supposed to be. Board Members and office staff were very helpful in giving directions also. But now, I think back to the small offices and Board Room of the late '70's and early '80's and I am proud to see how far UNA has come. I found that the Edmonton office was very organized. The library has massive amounts of reading material and videos to assist all Locals and membership with their needs. All Provincial Committee members welcomed concerns and ideas to assist them in their work and for future reference. All Board members were very willing to review what had taken place at the Board level since the Annual Meeting, which helped to bring me up to date. I arrived home on May 29th feeling totally exhausted-and it wasn't from late night parties! It

came from reading, reviewing, discussing and debating the constitution, policies, position statements, the budget, and all other activities of our organization.

The computer technology was quite evident as Board Committee members used the office computers and printers to finalize all committee reports. This gave the Executive Board members more computer experience and the office staff proceeded to work on other assignments for the membership at large. From the Labour Relations Report, I also came to realize that since 1979, our membership has more than doubled. Each day, our Labour Relations Officers are working to certify more hospitals, long term care facilities and health units, and to assist the present membership with contract interpretation and grievances. Bouquets go toward all office staff for their work in getting information out to Locals and in their future assignments in the organization of booklets etc. for the coming year and the Annual Meeting.

In closing, I believe that United Nurses of Alberta definitely has a long and successful history and I am proud to be a part of it. I look forward to the UNA Board Meetings and to representing North District and the Provincial membership. I believe that there is nothing too good for nurses! That is the secret to our success. UNA shall always have to fight for our members' freedom to make decisions about working conditions, job security, hours, wages, benefits and the future of health care. Rest assured that, as you carry your contract booklets in your pockets, your needs are being looked after with vigour and zest!

Letter to the Editor

Dear Editor,

I am writing because of my concern that two UNA members, Edna Koloff and Lore Shymanski, have not been treated fairly by UNA.

In April of 1989, their Local, #115, charged them with violating the Constitution. In February of 1990, the Executive Board found them guilty and expelled them from membership. On a successful appeal to the Public Service Employees Relation Board (PSERB) the Board, in October of 1991, overturned UNA's decision and ordered reinstatement to membership. In January, 1992, Lore and Edna submitted to UNA their claim for reimbursement of reasonable costs as provided for in UNA constitution. In July, 1992, UNA finally agreed to reimburse only a portion of these costs, \$63,000.00.

This amount does not even reimburse them the amount paid in legal fees (\$66,302.97), leaving outstanding \$3,302.97.

Furthermore, it results in no compensation whatsoever for:

- their time and expenses in preparation and attendance at the various hearings, meetings with their lawyer, the UNA and the Local (\$6,047.03 E. Koloff, \$6,405.67 L. Shymanski)
- foregone interest of \$7,602.41 (money that could have been earned as interest, if that money had not been used to pay legal bills).
- disbursements \$304.43

This is a total of \$23,662.51.

I understand the \$63,000 was agreed to by Lore and Edna following a day of negotiations with the Executive Officers, their lawyers, and representatives of PSERB.

While Lore and Edna may have "agreed" to this, I as a UNA member, am not satisfied that these two long-term and committed members have been dealt with in a fair and equitable manner by our Union. I can't help but wonder if this agreement only came about because of the length of time these members had been out-of-pocket expenses (over three years) and some money was better than none. Furthermore, I find it disturbing that UNA members would have to spend a day with lawyers to negotiate a "settlement" to a members expense claim. In addition, UNA "opened" these negotiations by offering only \$47,000.00. This seems rather demeaning when UNA would be aware that the legal bill alone, to April, was already \$59,590.69.

In reviewing the correspondence and documentation, it is apparent that different standards and criteria had been applied to these two members.

All other members, except these two, involved in these proceedings, have been reimbursed their time and expenses as submitted. This includes the complainant, Local 115, who initiated the action that has resulted in all this time and expense for UNA members. To my knowledge UNA has not asked this Local for repayment, even though this decision was overturned. It seems strange that the only members who have not been reimbursed for any of their time, expenses, and only a portion of their legal costs, are those two members who did nothing but defend themselves against this action.

I wouldn't think that UNA members deserve or expect to be treated in this manner, unless things have changed that much. The justification for this less than favorable treatment of these two members appears to lie in the lingering perception, perpetuated by some Board members and by the UNA lawyer in her letter of March 31, 1992, that somehow these members are guilty of something, and simply got off on some "procedural irregularity".

I find that interesting since the chairman, in writing the decision of P.S.E.R.B. goes to great lengths to say just the opposite: "To dispel any notion that the accused nurses have benefitted unduly from procedural rules and have escaped penalties they so richly deserve" (p 46).

In fact the P.S.E.R.B. found that, not only was there "no evidence whatsoever" to convict them of violating the Constitution, but also found "UNA imposed their discipline standards in a discriminatory manner" (page 2 and page 46). This included not providing specific details of the charges as provided for by UNA Constitution, by law, and by the principles of natural justice. Hardly the stuff of "procedural irregularity". At one point in their search for the elusive specific details, UNA's lawyer responds ". . . I have been advised that extensive mediation efforts have occurred and therefore the respondents should be fully apprised already of the particulars", (p 40) - a rather amazing statement coming from any lawyer.

He also questions why this ended up as a disciplinary matter asking "Why did they have to defend themselves against such patently defective charges" (p 46). "Is it just to punish Mmes. Shymanski and Koloff because they refused to divulge documents which contained names they understood should not be disclosed?" (p 48).

He seems to suggest at one point that it was perhaps because these two members were so highly principled, i.e. They agreed to be responsible for administering loans to members during the strike and they understood these loans to be confidential. Therefore, when they were directed by their Local to turn over all documentation relat-

ing to the loans, they refused to turn over the names. Even though they turned over the rest of the documentation, including the bank account, (which was found to be in order), they were still charged by their Local, and subsequently found guilty and expelled from membership by the Executive Board. This appears all the more bizarre when one reviews the charge and Constitution and realizes that even if the Local could have proven the charge it still would not have violated any articles in the Constitution.

I think we should remember at all times that these two members did nothing to deserve the resultant costs they have been made to bear, other than:

- a. voluntarily giving their time to administer loans to members during the 1988 strike.
- b. refusing to breach confidentiality
- c. refusing to give up in their fight to defend themselves against unjust charges and conviction.

I would think that these would be qualities to be admired in any UNA member.

Therefore, I have asked the Executive Board to reconsider its decision and pay the remaining costs. I also thought it was important to inform the membership through this letter because if something like this could happen to these two long-term and committed members it could happen to any of us. With the up-coming annual meeting, and elections, it should serve as a reminder to us of the necessity of electing representatives that have integrity and principles.

Yours in Solidarity,
Margaret Ethier, Local 79

EDITORIAL COMMENT

Editorial comment provided by Heather Smith

The settlement referred to in the letter above was reached after a mediation process in which both parties agreed to participate. Under those circumstances we do not think it is appropriate to disclose what occurred during the mediation process or reveal the positions taken by Ms. Shymanski and Ms. Koloff. The payment that was made was in full and final settlement of all claims. The Executive Board discussed this matter during the August Executive Board meeting and views this matter to be closed.

Executive Board Meeting Summary - March & May, 1992

There was a lengthy discussion regarding smoking in UNA offices which resulted in the following motion:

That UNA Provincial Office and the Southern Alberta Regional Office shall be non-smoking.

Education Committee

The Board adopted the following Education Policy - 2 (U.N.A.L.E.F.):

That the Education Committee include in their Board reports, a report on the current status of the U.N.A.L.E.F. This is to include the amount spent to date, the current balance of the fund, how many applications were approved, and which workshops/seminars were attended.

Membership Services Committee

Membership Services will be developing a more accurate method of keeping track of the number of voting delegates in the meeting room at delegate meetings.

Information will be sent to Locals advising them of delegate responsibilities at UNA Meetings. The 1995 AGM will be held on October 24, 25, 26 at Calgary's Skyline Hotel.

Occupational Health and Safety Committee

Mandatory Drug Testing Position Statement

The following Position Statement was adopted:

The United Nurses of Alberta opposes mandatory pre-employment of random drug screening in the workplace.

Mandatory drug screening violates the principle that a person is presumed innocent until proven guilty and furthermore it is a threat to the individual's right to privacy, dignity and freedom.

The United Nurses of Alberta believes that if there is a drug problem in the workplace, mandatory screening will not solve or measure it.

The United Nurses of Alberta supports the development and maintenance of prevention programs and employee assistance programs (EAP) in the workplace. EAP's are designed to identify problems early and provide a confidential method for employees to seek assistance.

The United Nurses of Alberta promotes the need to focus more on education, prevention and rehabilitation regarding issues of drug abuse.

Mandatory HIV Testing Position Statement

The United Nurses of Alberta opposes mandatory testing of health care workers for H.I.V. Antibody.

Mandatory H.I.V. testing is a threat to the individual's rights to privacy, dignity and freedom.

With the use of Universal Precautions the risk of transmission of H.I.V. virus from the health care workers to client is minimal.

Testing for H.I.V. Antibody is indicated for health care workers and client/patient following accidental exposure to blood and body fluids.

UNA is now subscribing to "Nurses Assisting Nurses" (NAN) newsletter. "Nurses Assisting Nurses" is a volunteer support group for nurses dealing with alcohol and/or drug addictions. UNA donated \$250.00 to NAN in recognition of services rendered to UNA and its members.

Finance Committee

Funding policies were amended, please note changes

in Local Executive part-time funding, salary replacement, etc. in the Policy Manual.

A motion was passed to expand the Southern Alberta Regional office subject to the finalization of an acceptable lease agreement.

Local #115 was reimbursed \$1,387.49 for expenses related to the investigation and charges before the AARN of alleged unprofessional conduct by a senior manager of the Foothills Hospital pertaining to Satellite Renal Dialysis Units.

UNA members will be paid for arbitration preparation only when they must take an LOA for the preparation.

Legislative Committee Report

That the Education Officer develop a "Reinstatement Package" (compiled from previous and present workshops focusing on unionism, history, PRC, Occupational Health and Safety, Grievance, Collective Bargaining, the UNA Constitution and the UNA Policy and Procedure manual).

The policy regarding "Reinstatement of Membership" Membership Policy 7.3 was amended by deleting the current procedure and replacing with the following:

1. As per Article 5 of UNA's Constitution, the individual shall apply to the Executive Board.
2. The applicant must apply to the UNA office for a "Reinstatement of Membership Package". The applicant will pay for the cost of the package.
3. Prior to the Executive Board considering an application for reinstatement into UNA:
 - (a) The applicant shall review the material and shall meet with the District Representative assigned to the Local and the President of the Local where she is seeking reinstatement. The purpose of these meetings is to determine the applicant's understanding of the principles of UNA and her commitment to UNA.
 - (b) Upon completion of such education and interview, the applicant must apply to the Executive Board and shall state her reason(s) for resignation (if applicable) and her reason(s) for seeking reinstatement for membership in UNA.
 - (c) The applicant must submit a letter of reference from both the Local President and the District Representative assigned to the Local where she is seeking reinstatement.

Timelines for the Annual General Meeting were amended as follows:

1. January
Annual Calendar - mail to Locals in the first newsbulletin of the year with Annual Meeting deadline dates marked in.
2. April
Constitutional Amendment forms and Policy Resolution forms shall be mailed to all Locals with a cover letter from the Legislative Committee.
The President shall send a letter to the Canadian Nurses Union Presidents' advising them of the dates of the Annual General Meeting.
3. 120 Days Prior (June 29, 1992)
(June 29, 1992) Memo sent by President re: Annual Meeting with review of information to be received, preparation needed at Local level. Enclosures: Nomination forms and auditor's financial statements.

The Legislative Committee Chairperson shall send a memo with a "Note" in the memo that nomination forms and resumes are to be returned to the Provincial Office of UNA by 45 days prior (September 14, 1992). Note the deadline for return of Constitutional Amendments

and Policy Resolutions by 100 days prior (July 20, 1992).

Steering Committee

The Annual General Meeting agenda will be amended to a 1 hour limit for a guest speaker. Mel Hurtig has been asked to be the guest speaker.

Computers and Copyright Restrictions Position Statement

In accordance with existing copyright laws, United Nurses of Alberta does not endorse the practice of "pirating" of computer software.

As such, where the United Nurses of Alberta has identified a requirement for a member or staff person to work with specific software, in order to fulfill the requirement of their position, the United Nurses of Alberta shall undertake to provide such member or staff person with a licensed copy of the software. United Nurses of Alberta shall retain ownership of all such software.

Discussion took place regarding the structure of Standing and Ad-Hoc Committees of the Executive Board. At this time there will be no change to the current structure.

The Executive Officers and the DLR will be meeting with representatives of the RPNAA, CMHA, AUPE and UNA Locals where psychiatric nursing services are provided.

Political Action Committee

Political Action Position Statement

The following position statement was adopted:

43 (A) That UNA is a non-partisan organization. Definition:

That UNA does not affiliate as an organization with any political party or make donations to any political party.

43 (B) That UNA is politically active and encourages and facilitates members, locals and districts to become politically active.

Pension Committee

A pension file will be established on the hard drive of the computer for Board Members and updates will be added as developments occur; with a notice in Quick Mail that there is an update. The updated information will be sent to Locals in a Friday Mailout.

Publications and Communications Committee

UNA is producing videos for use in educationals, etc. We therefore adopted the following policy:

That UNA completely own the copyright on all UNA produced videos.



UNA President Heather Smith presented Ray Martin, Leader of the Official Opposition, with a copy of over 1,000 signatures on UNA's petition re: pension plans.

Executive Board Meeting Summary - August 1992

The August 1992 Executive Board Meeting was used to prepare for the 1992 Annual General Meeting. This included the adoption of the proposed 1993 Budget and the adoption and preparation of the Constitutional Amendments and Policy Resolutions Committee Report to be sent out in the AGM. packages.

This preparation also included many recommendations and changes to the 1992 Budget.

TRIBUTE

UNA Executive Board members paid tribute to Lorraine Askew. Lorraine was a longtime active member of Local #56 in Edson. She was the Local President in 1988-89. She and her daughter were tragically killed in a ferry accident in Nanaimo in August. UNA extends sympathy and support to Lorraine's family and co-workers.

LABOUR RELATIONS

A. The Provincial Nursing Action Plan

UNA is evaluating our participation in the Provincial Nursing Action Plan (PNAP). The interim reports of the three PNAP working committees are now in the hands of the participants, and UNA will be responding to these reports by recommending changes to the reports. If UNA is not successful at achieving these changes, PNAP has been put on notice that UNA will be evaluating our participation in PNAP. A report on this will be given to the Annual General Meeting for discussion and decisions.

B. Regionalization of Health Care in Alberta

The proposed regionalization of health care services in Alberta means that there will be serious implications for United Nurses of Alberta as a union. The UNA Executive Officers, District Reps and staff are currently determining what the details of the reorganization plan are and are attempting to predict some of the issues that will arise for UNA. A motion was passed to fund a research project which will look specifically at the implications of the regionalization plans on all aspects of UNA.

In addition to UNA efforts to address the effects of regionalization on this union, we are also working with CUPE in their efforts to address the serious impact that regionalization will have on medicare in Alberta. UNA Local Executives and UNA members are urged to contact the local CUPE members in your worksite and collaborate with them in the distribution of the excellent CUPE pamphlet dealing with this issue.

C. Staff Abuse Task Force

This is a joint labour-management initiative to develop policy and protocols to deal with the abuse experienced by caregivers. The Task Force will also be developing a policy on "Harassment" and this policy will clearly identify how harassment is different from abuse from clients and family.

This Task Force will be holding discussion meetings across the province in October and November of 1992. We need Local representatives, as well as victims of abuse, to participate in these meetings. Watch for the notice of meetings in your community.

An article on Nurse Assault is being sent to all UNA Locals. Contact your Local Executive for more information.

DONATION

United Mine Workers of America

UNA has donated \$20,000 to the United Mine Workers of America's strike fund.

EXECUTIVE BOARD MOTIONS

The following are the highlights of the motions that were passed by the UNA Executive Board at the August Board Meeting. For further details please contact your Local Executive or the UNA Provincial Office.

A. Satellite Units

The issue of satellite units continues to be a concern at the Foothills Hospital. UNA will proceed

with a complaint to the Canadian Council on Hospital Accreditation and with a complaint to the Attorney General/RCMP/Crown Prosecutor regarding LPN's initiating IV's.

The issue of satellite units is of increasing concern with the Cross Cancer Board taking over the cancer unit at the Queen Elizabeth II hospital in Grande Prairie; and the announced plans for the Northern Alberta Children's Hospital taking over pediatric satellite units in Edmonton. There is also a rumor that the regional health authority is considering taking over the administration of hospital psychiatric units. UNA will continue to address this question of satellite units.

B. 1993 Proposed Budget

The Executive Board will be recommending the 1993 Proposed Budget to the 1992 Annual General Meeting incorporating the following items:

- That the 1993 Annual General Meeting be two days.
- That the 1993 Hospitals' Demand-Setting Meeting be 2 days.
- In 1993, there be funding for abutting shifts and travel days to be distributed at the discretion of the Secretary/Treasurer.
- That the UNA President be funded for an average of five (5) days per week.
- That in the 1993 Budget there be identified \$2,000 for hotel costs incurred by members in extenuating circumstances (i.e. icy roads, car trouble) related to their attendance at provincially funded functions).

To access this funding, the member must apply in writing to the Secretary/Treasurer providing full details of the circumstances. The Secretary/Treasurer will have the authority to authorize or deny the claim. A report on all applications will be provided to the Finance Committee at each Executive Board Meeting.

C. 1992 Revised Budget

The Executive Board passed the following motions:

- That Local Executive from Locals with two hundred (200) or more duespayers who take vacation and are not available for union business for a period in excess of six (6) calendar days shall assign their Local Executive Part-time Funding to their replacement for the period of their vacation.
- That except for delegate meetings and out-of-province meetings UNA not fund hotel rooms for more than \$75.00/night plus any applicable tax(es).
- That the UNA costs of the pamphlet that UNA is working on with the AHA to develop on maternity leave benefits come from the Unappropriated General Fund.
- That a UNA research project on the impacts on UNA of the government's proposed regionalization of health care be funded up to the amount of \$50,000 from the Contingency Fund.
- That all grievances being advanced to arbitration be reviewed by the Director of Labour Relations before a chairperson is named. The Director of Labour Relations shall make a decision on whether or not to proceed to arbitration at that time. The Director of Labour Relations shall review the grievances going to arbitration at least two months prior to the arbitration date.
- That Provincial funding for attendance at arbitrations, and professional conduct/legal proceedings be provided for grievors, witnesses, and members when attendance is required by UNA counsel.
- That the telephone costs for Locals to connect by modem be paid for by Provincial office and this will be reassessed at the November Executive Board.
- That the cost of the UNA Membership Survey which is currently under way be funded from the Unappropriated General Fund.

D. 1992 Transfers

The August Executive Board meeting made a number of transfers from one budget program area to another. These transfers have been made necessary because of cost over-runs in specific areas like

arbitration. To date in 1992 UNA has represented members at almost twice the number of arbitrations than we did in all of 1991.

The UNA Executive Board was faced with some very difficult financial decisions for the rest of 1992, and chose to balance the budget by:

- deleting Travel Days and Abutting shifts from the budget for the 1992 Annual General Meeting;
- adding monies to the negotiating committees section of the budget;
- adding monies to the insurance and legal fees sections of the budget;
- adding monies to the auditing/consulting services sections of the budget;
- adding monies to the Special Assistance to Locals section of the budget;
- adding monies for the Finance Committee to meet prior to the 1992 Annual General Meeting;
- reducing monies to make the November 1992 Executive Board Meeting 3 days in length; and
- adding monies for one hospitality room for all candidates running for election at the 1992 Annual General Meeting.

E. Political Action

UNA has adopted a position opposing all Right to Work legislation. UNA is inviting the Ministers of Health and Labour, as well as the critics for these areas from the opposition parties, to meet with UNA to discuss our opposition to Right to Work legislation, and to ask their positions on this matter.

F. Pensions

The Executive Board passed the following motion:

1. United Nurses of Alberta and the Alberta Association of Registered Nurses shall alternate representation on the Local Authorities Pension Plan Board.
2. The Alberta Association of Registered Nurses appointed representative shall continue for the first two years of the newly appointed Local Authorities Pension Plan Board (January 1, 1993, to December 31, 1994).
3. United Nurses of Alberta shall appoint a representative on the Local Authorities Pension Plan Board, commencing January 1, 1995, and continuing for a four (4) year term.

G. Orientation Video

The UNA Orientation Video is completed and copies should be available for the Locals at the time of the Annual General Meeting.

H. Computerization

1. The Board passed a motion that an educational component be incorporated into board meetings for the purpose of computer skills and updates. The President to decide time allotment and place on agenda.
2. The Board passed a motion that a report from the Systems Co-ordinator on the computerization of UNA be included in the Annual General Meeting manual. Further, that the Systems Co-ordinator give a verbal report at the 1992 Annual General Meeting.
3. The Board passed a motion that the Negotiating Fact-line will be discontinued.
4. The Systems Co-ordinator presented a report on the UNA Computerization Process. 16 computers are in the hands of our largest Locals; the UNA Executive Board members all have computers; and the UNA staff all have computers.

The computer system has been well used during negotiations by members and staff.

Computer education is at different steps for different members and staff, but in general all 16 Local computer-holders have had the first step in Macintosh computer training; the staff have all had the first step in education; and many of the members and staff have completed step two and advanced levels of education.

ALERT

The following corrections should be made to the Constitution:

WHAT WAS PRINTED (MINUTES)

5.11

Charges

1. (a) Current
- (b) Current
- (c) Current

Executive Officer Review

1. The Executive Officer must then advise the **complainant** by forwarding a copy of the complaint in person or by double registered mail. The accused will at that time be afforded the opportunity to respond in writing to the complaint, within 30 days of notification of charges.
2. Current
3. Current
4. Current

Disciplinary Hearing

1. A disciplinary hearing will be conducted by a Trial Committee whose cost will be borne by U.N.A. The complainant and the accused must each select a member in good standing as their nominee **on the Trial Committee from a list of trial chairs**. The list is to be composed of five members, one chair being nominated from each of the five districts. Current Executive Board members are prohibited from being trial chairs and nominees.

- (a) Current
2. Current
3. Current
4. Current
5. Current

Proviso

Current

6.05

An LOA may be taken by Executive Board Members and Local Executive. A written notification of such LOA shall be made to the Executive Officers of UNA. This LOA shall not exceed 1/2 the length of the term of the position affected. This LOA will not be funded by UNA. The interim replacement will receive the budgeted funding for that position. Thirty (30) days prior written notice shall be made to the Executive Officers of UNA of the expected date of return to the position. Interim replacements shall be made in accordance with Appendix "B" Bylaws II 1. and Appendix "A" Bylaws VI. In the event that the President, Vice-President or Secretary/Treasurer should take an LOA, the Executive Board shall elect by and from themselves a replacement for the term of the LOA or until the end of the term of office.

11.04 (b)

The UNA shall issue to each Chartered Local a monthly rebate. The monthly rebate of dues to the Chartered Locals shall be as follows: For the first twenty (20) dues payers or part thereof of the Local the rebate shall be three dollars (\$3.00) per dues payer per month. For the next one hundred (100) dues payers or part thereof the rebate shall be two dollars (\$2.00) per dues payer per month. For all remaining dues payers the rebate shall be one dollar (\$1.00) per month. **For less than thirty (30) dues payers the rebate shall be five dollars (\$5.00) per dues payer per month for the first twenty (20) and three dollars (\$3.00) per duespayer per month for the remaining.**

WHAT IT SHOULD READ

5.11

Charges

1. (a) Unchanged
- (b) Unchanged
- (c) Unchanged

Executive Officer Review

1. The Executive Officer must then advise the **accused** by forwarding a copy of the complaint in person or by double registered mail. The accused will at that time be afforded the opportunity to respond in writing to the complaint, within 30 days of notification of charges.
2. Unchanged
3. Unchanged
4. Unchanged

Disciplinary Hearing

1. A disciplinary hearing will be conducted by a Trial Committee whose cost will be borne by UNA. The complainant and the accused must each select a member in good standing as their nominee **on the Trial Committee. The two nominees will choose a Chair of the Trial Committee from a list of trial chairs**. The list is to be composed of five members, one chair being nominated from each of the five districts. Current Executive Board members are prohibited from being trial chairs and nominees.

- (a) Unchanged
2. Unchanged
3. Unchanged
4. Unchanged
5. Unchanged

Proviso

Unchanged

6.05

In the event that the President, Vice-President or Secretary/Treasurer should resign, die or otherwise cease to act, the Executive Board shall elect by and from themselves a replacement until the next Annual General Meeting at which time an election shall be held in accordance with Article 10.04 or for the unexpired term as appropriate.

An LOA may be taken by Executive Board Members and Local Executive. A written notification of such LOA shall be made to the Executive Officers of UNA. This LOA shall not exceed 1/2 the length of the term of the position affected. This LOA will not be funded by UNA. The interim replacement will receive the budgeted funding for that position. Thirty (30) days prior written notice shall be made to the Executive Officers of UNA of the expected date of return to the position. Interim replacements shall be made in accordance with Appendix "B" Bylaws II 1. and Appendix "A" Bylaws VI. In the event that the President, Vice-President or Secretary/Treasurer should take an LOA, the Executive Board shall elect by and from themselves a replacement for the term of the LOA or until the end of the term of office.

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Continued from page 3

Some of the benefits coming from establishing the midwifery profession may be a change in attitude and approach in pregnancy and birth. A more wholistic approach in child-bearing with a focus on health, prevention, and normalcy, may empower the women and family to take more responsibility for health, reduce the amounts of interventions used in childbearing, lead to improved outcomes and satisfying experiences, and lead to substantial savings in health care. Other potential benefits may be a less hierarchical, more community based, publicly accountable, health care system. Shifting authority from a doctor base, may facilitate change for the nursing profession, and lead to a more autonomous role for nurses.

Under the Health Disciplines Act, the regulatory body established to govern midwifery will have a majority of midwives, with representation from nursing, medicine, the AHA and the public. It is my hope that nurses, doctors and midwives can work respectfully, and closely together to provide the kind of care and service that the public needs and is choosing, as they do in virtually every country in the world. We will always need skilled maternity nurses, doctors, and midwives to make the best possible maternity care system. Conflict between professions can only lead to losses to the public. Only with designation and professional recognition of midwifery in Alberta can the work continue, to enable the kind of choices and improvements the public is seeking.

I encourage anyone requiring further information to contact the Alberta Association of Midwives, P.O. Box 1177, Station GO, Calgary, Alta. T3A 3G3, or phone 274-1447.

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*Denotes District
Chairperson

2011.016/65